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April 21, 2022

Michelle Chrisman
Director of Human Resources
Jackson County
415 E. 12th Street
Kansas City, MO 64106

Re: Minority, women, veteran, disabled and small business enterprise service partnerships

Dear Ms. Chrisman:

Thank you for allowing Segal to attend the meeting of the Health & Environment Committee on April 11, 2022, to respond to questions regarding Segal's proposal to provide Employee Benefit Consulting Services to the County in response to RFP #42-21. In response to your follow-up questions from that meeting, we would like to provide some information regarding Segal's established practice and commitment to engage minority, women, veteran, disabled and small business enterprises as subcontractors to participate in our major client engagements.

Segal's commitment to these business partnerships starts with recognizing our clients' or prospects' vision and goals for fostering the economic stability and growth of local community businesses by means of developing business service partnerships. When opportunities for partnership arise, either before or during client projects, we work to utilize a local disadvantaged business to better serve our client's needs. Our process is to identify one of the specialized tasks mentioned in the project's scope of services that is best carried out by local firms specializing in that particular discipline. We then work diligently to engage a specialty professional disadvantaged business to subcontract with to fulfill that particular need.

Segal works with business enterprises owned by minorities, women, persons with disabilities and small business enterprises. The business relationships we establish for serving our clients also reflect our commitment to equal opportunity and diversity.

Below is a sample list of Segal's approved/certified vendors with the above business-type enterprises.

Contractor Name	Ownership	Contract Description	State Where Certified	Contact
Caribou Systems, Inc.	WBE	Health data warehouse services; PBM audits, pharmacy claims, rebate, plan design	IL, NJ	Valerie Ridgway 847.847.7904 Medinah, IL
Day Health Strategies	WBE	Health consulting	CO, MD, MA, PA, RI, PA, VA, WA	Rosemary Day 617.666.0040 Somerville, MA
Fineline Printing Group	MBE	Printing and distribution	IN	Shelly Banholzer 877.334.7687 Indianapolis, IN
Joe Paterno Design LLC	MBE	Design (concept/brand) and pre-production services for member communications.	NY	Joe Paterno 914.271.2685 NY
Logsdon Stationers, Inc.	MBE, DBE	Printing and stationary	IL	Lenore Dern 847.539.8282 Addison, IL
Merchandise Distributors K.W., Inc.	M/DBE	Office supplies	IL	Kenneth Wheaten 800.860.0255 Chicago, IL
Runco Office Supplies Equipment	WBE	Office supplies		Diane Lynn Stock 847.437.4300 Grove Village, IL
United Forms Finishing (UFF)	WBE	Printing services, personalized communications	NJ	Elizabeth Demkin 908.687.0404 x16 Hillside NJ
Walker Benefit Services	MBE	Wellness communications, surveys, focus groups	MD	Courtney Walker court@walkerbenefitservices.com
Wallace Carlson	WBE	Printing services and production for non-personalized member materials	MN	Chuck Gustafson 952.545.1645 Minnetonka, MN

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Segal is happy to work collaboratively with the County to identify opportunities to utilize minority/women/disadvantaged businesses in Missouri through business services partnerships. Please feel free to contact me if you have any additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Colleen Batty", with a stylized flourish at the end.

Colleen Batty, MPH
Vice President, Benefits Consultant